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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. For a complete list, see Listing of Ratified Settlements by Province.

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
Nova Scotia Nova Scotia Construction Labour Relations Association International Brotherhood of Electrical Workers 800 electricians in commercial and industrial projects 0251408	Nov 09
Annapolis Valley Regional School Board Nova Scotia Teachers Union 1,090 elementary and secondary teachers 1129704	Dec 09
Ontario Transit Windsor Amalgamated Transit Union 220 bus drivers, service and maintenance and administrative services employees 0376711	Nov 09
Multiprovince Canada Post Corporation Association of Postal Officials of Canada 3,400 postal supervisors and sales employees 0405910	Oct 09

Canada

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at Current Settlement Listing (PDF format, 60KB).

Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CPAA	6,460	B	Dec 09
Canada Post Corporation	CUPW	6,000	B	Sep 09
Government of Canada	Various unions	3,870	B	Nov 09
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Federal Jurisdiction, Private Sector				
British Columbia Maritime Employers Association	ILWU	4,500	B	Mar 10
VIA Rail Canada Inc.	CAW Canada	2,910	B	Dec 09
Canadian National Railway Company	Teamsters Canada	2,000	ARB	Dec 07/Dec 08
Canadian Pacific Railway	IBEW/ Teamsters Canada	1,500	B	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
TELUS Communications (Quebec) Inc.	CUPE	1,010	B	Dec 09
Groupe TVA Inc.	CUPE	1,000	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
Jazz Air Limited Partnership	CFAU	780	B	Jun 09
NAV CANADA	CAW Canada	350	ARB	Jun 09
Provincial and Territorial Jurisdictions, Public Sector				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B	Mar 10
Health Employers Association of British Columbia	Various unions	73,050	B/TENT	Mar 10
Gouvernement du Québec	Various unions	68,990	B	Mar 10
Government of British Columbia	BCGEU	29,000	B	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B	Mar 10
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	CO	Mar 08/ Mar 09
Community Social Services Employers' Association	BCGEU	15,000	B	Mar 10
Ontario Hospital Association	SEIU	15,000	MED	Oct 09
City of Montréal	Various unions	14,030	ARB/B/ WS/TENT	Dec 06/Aug 08
Government of Saskatchewan	CUPE/SGEU	13,690	B	Sep 09
Government of New Brunswick	NBUPPE/CUPE	12,160	B	Dec 08–Mar 10
Regional Health Authorities of Manitoba	MNU	11,000	B	Sep 09

Employer	Union	Employees	Status*	Expiry Month
College Compensation Appointments Council	OPSEU	8,600	TENT	Aug 09
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Nova Scotia Association of Health Organizations	CAW Canada/ NSNU	6,570	B/TENT	Mar 09–Oct 09
Emergency Health Services Commission (B.C.)	CUPE	3,500	B	Mar 10
Government of Yukon	PSAC	3,200	B	Dec 09
City of Toronto	IAFF	3,000	B	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	B	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Nova Scotia	CUPE	1,650	B	Oct 09
Prince Edward Island Department of Health	IUOE/PEIUPSE	1,610	CO/ARB	Mar 09
City of Saskatoon	CUPE	1,490	B	Dec 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Edmonton	Police	1,450	ARB	Dec 08
City of Regina	CUPE	1,200	B	Dec 09
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06
Halifax Regional School Board	CUPE	770	B	Jul 09
Government of Yukon	YTA	690	ARB	Jun 09
Government of Nunavut	NTA	640	B	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Private Sector				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	4,000	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Dominion Stores (N.L.)	CAW Canada	1,700	CO	Dec 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Nothing to report.			
Federal Jurisdiction, Private Sector			
Nothing to report.			

Employer	Union	Employees	Status*
Provincial and Territorial Jurisdictions, Public Sector			
Alberta Health Services	UNA	23,500	Mar 10
Government of Manitoba	MGEU	13,500	Mar 10
Universities (Ont.)	Various unions	6,870	May/Jun 10
British Columbia Hydro and Power Authority	Various unions	3,140	Mar 10
Provincial and Territorial Jurisdictions, Private Sector			
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	Apr 10
Construction Sector (Ont.)	Various unions	110,740	Apr 10
Canada Safeway Limited (Alberta)	UFCW Canada	10,725	Mar 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	Apr 10
Lakeside Packers, division of Lakeside Feeders Ltd.	UFCW Canada	2,100	Dec 09
Leisureworld Inc.	SEIU	2,070	Apr 10
Central Care Corporation	Various unions	1,660	Mar/Apr 10
Maple Leaf Consumer Foods, division of Maple Leaf Foods Inc.	UFCW Canada	1,200	Mar 10

Major Work Stoppages

Involving 500 or more employees from **February 5 to February 18, 2010**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
University of Montréal Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec 2,443 lecturers	Wages, class size, access to retirement allowance	Feb 15/2010 Rotating strike	
City of Montréal Montréal, Quebec Canadian Union of Public Employees 5,000 outside employees	Contracting out, work contract and wages	Jan 25/2010 Rotating strike	
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 870 production employees	Not available	Aug 3/2009 Lockout	
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

Innovative Workplaces Practices—Fourth 4th Quarter 2009

The Labour Program publishes a quarterly analysis of recently ratified collective agreements covering 500 or more employees across all industries as well as an overview of workplace innovative practices. Section I presents statistics and anecdotes associated with contract duration and public/private sector analysis while Section II describes noteworthy innovative practices introduced in those agreements. This analysis is based on a review of 52 collective agreements ratified during the fourth quarter of 2009.

Section I

Duration

Of the 52 collective agreements analysed, agreement durations range from 12 to 96 months (17.3% of agreements have a contract duration of exactly 24 months; 28.8% a duration of exactly 36 months). The average duration of public-sector settlements was 44.1 months, six months longer than the private sector average of 38.1 months. The overall average duration for 2009 fourth quarter settlements is 42.3 months compared to 34.1 months during the preceding quarter.

Public and Private Sectors

In the fourth quarter of 2009, there were 30 settlements reached in the public sector compared to 22 in the private sector. Of the 117,810 employees reaching agreement in the quarter, 50,800 (43.1%) were covered under Ontario provincial jurisdiction, while 33,670 (28.6%) fell under federal jurisdiction.

The two largest settlements analyzed this quarter occurred in the public sector: the Ontario Hospital Association and the Canadian Union of Public Employees, covering 20,130 health care and skilled trade employees, and the Canada Revenue Agency and its 11,000 audit, financial and scientific employees represented by the Professional Institute of the Public Service of Canada. The third largest settlement occurred in the private sector: Metro Inc., province-wide in Ontario, and 10,000 retail food employees represented by the CAW Canada.

Two fourth quarter settlements were the result of wage reopeners - Rio Tinto Alcan in Quebec and the CAW Canada and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (1,960 hourly, plant, maintenance and trades employees covered under two agreements).

Three settlements in the last quarter of 2009 had contract durations of 7 years or more, with two occurring in the private sector and one in the public. In the public sector, the longest duration (8 years) involved the Société des alcools du Québec and its 4,900 employees represented by the Syndicat des employé(e)s de magasins et de bureaux de la SAQ. In the private sector, the longest durations included MOLSON Coors CANADA in Toronto and the Brasserie Labatt in LaSalle, both with 7-year agreements.

The total of 52 settlements in this quarter is slightly higher than the 47 that were ratified in the preceding quarter.

Section II

Innovative Practices

The following provisions in collective agreements ratified during the fourth quarter of 2009 are considered to be innovative or of particular interest.

Compensation

Effective January 1, 2010, Jazz Air Limited Partnership and the CAW Canada (customer and aircraft services employees) implemented an **hourly loyalty premium** based on hours worked. The premium is to be phased in over the course of the current collective agreement.

MOLSON Coors CANADA and the Canadian Union of Brewery and General Workers (plant and maintenance employees) introduced a **defined contribution pension plan** for employees hired on or after January 1, 2010. Employees hired prior to January 1, 2010 and contributing to their pension benefit after 1999 and prior to 2010 will continue to be offered a defined benefit plan.

Effective January 1, 2010 and continuing right up to December 31, 2016, MOLSON Coors CANADA is offering a **$30,000 retirement incentive** to all regular employees who have reached, or will reach, the 85-point criteria - years of credited pension service plus years of age - during the course of the current 84-month agreement.

Health and Welfare

Manitoba Liquor Control Commission and Manitoba Government and General Employees' Union, representing 810 administrative, retail and warehouse employees, were successful in negotiating a **Retiree Health Care Spending Account** whereby full-time employees who retire, in accordance with the *Civil Service Superannuation Act,* will be provided with a spending account in the amount of $350 per benefit year, with increments for the next 2 years. Part-time employees are provided with a spending account in the amount of $275 per benefit year, with increments for the next 2 years.

The Toronto Public Library and the Canadian Union of Public Employees have introduced an **Illness and Injury Plan** similar to the plan implemented at the City of Toronto for Local 416 employees.

Training

The Toronto Public Library Board and the Canadian Union of Public Employees, covering 2,400 employees, is implementing a **mentorship program** for new librarians and annual information forums on children's services and collection development.

Working Conditions

Job security provisions were negotiated between CBC/Radio-Canada, the French services division in Quebec and Moncton, and the Syndicat des communications de Radio-Canada whereby **outsourcing/sub-contracting** is permitted only if the person hired to do the job belongs to the union. The employer has also agreed to use permanent employees to present, explain and deliver the news.

Jazz Air Limited Partnership and the CAW Canada (customer and aircraft services) have established a **"Women's Advocate" position** for a trial period of 18 months. The individual selected as Women's Advocate will provide confidential support to other female employees in the organization and refer them to the appropriate agency for conflict resolution when necessary.

Labour-Management Committees

The Ontario Hospital Association and the Canadian Union of Public Employees (20,130 employees) is establishing a provincial working group to discuss the idea of moving towards a **standardized, provincial wage rate** for registered practical nurses.

CBC/Radio-Canada and the Syndicat des communications de Radio-Canada is creating a committee to examine the idea of implementing a **harmonized salary scale** in association with the Canadian Media Guild.

Previous articles on innovative workplace practices are available under Innovative Workplace Practices.

Coming in the Next Issue

- Wage Settlements—**January 2010** Analysis and Wage Data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

Client Services at 1-800-567-6866 - Ottawa-Gatineau area at 1-819-997-3117

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